



DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
WASHINGTON, D.C. 20314-1000

REPLY TO
ATTENTION OF:

06 OCT 2004

CESS

MEMORANDUM FOR COMMANDERS/DIRECTORS, MAJOR SUBORDINATE
COMMANDS, LABORATORIES, AND FIELD OPERATING ACTIVITIES

SUBJECT: Organizational and Personnel Considerations Before An A-76 Competition Public
Announcement

1. In my 28 June 2004 memorandum I addressed personnel policies for functions undergoing A-76 competition following public announcement. The purpose of this memorandum is to provide guidance for functions in the preliminary planning phase prior to public announcement.
2. In my 9 September 2004 E-mail to all employees, I announced the start of preliminary planning for the commercial activities at the Finance Center in Millington, Tennessee; Professional Development Support Center in Huntsville, Alabama; and our overall Logistics Management, all scheduled for competition in FY05. I also mentioned that we would begin the preliminary planning phase for operations and maintenance activities associated with inland navigation throughout the Corps, which we intend to compete in FY06.
3. It is our responsibility as leaders to ensure that the competition process is *fair and transparent to all parties - government employees and private sector* - in actuality and in appearance. To achieve these objectives, once preliminary planning begins changes to the affected organization and personnel must be avoided to the maximum extent possible. Exceptions would be where new or changing mission requirements or fiscal considerations necessitate a change. I expect commanders to have a procedure in place for monitoring organizational or personnel changes to the commercial activities in the preliminary planning phase. To demonstrate the integrity of the process, documentation should substantiate the decision was based upon a valid assessment of requirements.
4. The Strategic Sourcing Project Manager at each MSC/Center is available for consultation about this policy and will coordinate with the Strategic Sourcing Program Office, if necessary, to resolve issues. Point of contact is Ray Navidi.

FOR THE COMMANDER:

ROBERT H. GRIFFIN
Major General, USA
Deputy Commander

CF: HQUSACE Staff Principals
RIT Team Leaders